



Respect of Human Rights and Maintenance of Labor Environment

Kyushu Electric Power respects human rights and strictly complies with related laws and ordinances. We also provide stimulating and comfortable working environments to help employees to help improve our corporate value.

Respecting Human Rights

Highlighting awareness

We respect human rights everywhere as central to creating a better world. Such rights are fundamental to Group operations, and we accord top priority to ensuring that all employees understand the issues and act accordingly.

We provide ongoing education through seminars for all Group operations.

Our overseas businesses also enlighten supply chains about our human rights requirements.

About 5,900 employees participated in human rights and anti-discrimination seminars in FY2006.

Addressing sexual harassment

Sexual harassment is an affront to the dignity of victims, prevents them from performing their tasks and disrupts the workplace, and can reduce our reputation in society. We are completely committed to preventing sexual harassment.

We enlighten employees by distributing pamphlets and holding seminars and offer internal and external counseling services for employees. We also conduct classes to improve the skills of internal counselors. In FY2006, we bolstered the external counseling service, which is Sexual Harasment Hot Line, so it can serve employees of all Group companies.

We will continue to combat sexual harassment through these and other means.

Five employees used our sexual harassment counseling services in FY2006.

Promoting Equal Opportunities

Employing people based on aptitude and competence

Kyushu Electric hires and promotes people regardless of gender or age to create dynamic workplaces that build corporate value in keeping with its commitment to good corporate citizenship and the spirit of the Equal Employment Opportunity Law.

For example, recruiting is gender-free at all academic levels and work categories. Appointments are solely according to the capabilities and motivations of employees, as are promotions. Educational opportunities are similarly regardless of gender.

▼Basic employee data (fiscal years and fiscal year-ends)

	2004	2005	2006
Number of employees	13,505	13,074	12,670
Males (%)	12,546 (92.9)	12,189 (93.2)	11,876 (93.7)
Females (%)	959 (7.1)	885 (6.8)	794 (6.3)
Number of managers	3,984	3,979	3,946
Males (%)	3,945 (99.0)	3,936 (98.9)	3,901 (98.9)
Females (%)	39 (1.0)	43 (1.1)	45 (1.1)
Number appointed	103	101	105
Males (%)	88 (85.4)	85 (84.2)	91 (86.7)
Females (%)	15 (14.6)	16 (15.8)	14 (13.3)
Average ages	39.1	39.4	39.8
Males	39.2	39.6	40.0
Females	36.8	36.9	37.2
Average years of service	19.7	20.0	20.4
Males (years)	19.9	20.2	20.5
Females (years)	17.3	17.4	17.6
Number of labor union members	11,049	10,644	10,191

Note: Average ages and years of service exclude senior executive figures.

Balancing work and private commitments

In keeping with the revised Childcare and Family Care Leave Law, in FY2005 we reinforced our child and family care support systems to enable employees to balance their work and family commitments.

We conducted seminars for new managers on our childcare leave system in FY2006.

We will continue to explore more flexible working approaches for employees with child-raising needs by assessing usage of the system to date and considering employee opinions and requests.

Users of childcare and family care support system in fiscal 2006

- 59 (2) employees on childcare leave
- 2 (2) employees on family care leave
- 115 (1) employees working shorter hours because of childcare
- No employees working shorter hours because of family care

Note: Male employee numbers in parentheses

● Implementing action plan to support childraising

Based on the Law for Measures to Support the Development of the Next Generation, we produced a child-raising support action plan covering April 2005 through March 2008 and submitted it to the Labor Bureau. We are drawing on this plan to create environments that make it easier for employees to look after their children.

Message from a childcare support system user

Employees can take childcare leave until their children reach the age of two. I used this system, too, staying home until my baby was 14 months old. The system allowed me to concentrate on the needs of my infant.

The company has other systems when you return to work, such as shorter hours and family care leave. I think the company offers

everything for working mothers so we can balance our job and family commitments. I am very grateful to have been able to continue working after the marriage and childbirth in an organization that offers full support systems and understanding.

I hope more people choose to use this support system and continue working with balance job and childcare.



By Akiko Takishita,
Settlement Group,
Accounting Department

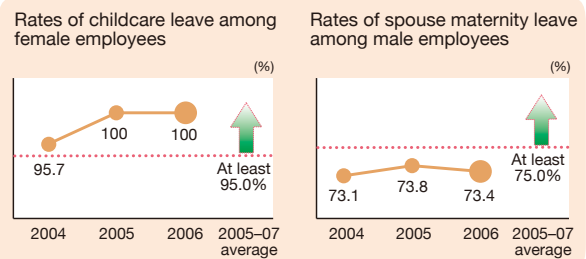
▼ Outline of child and family care support system

Item	Childcare support	Family care support
Leave	<p>[Period] Until child reaches two years of age</p> <p>[Frequency] Employee can take leave one more time for the same child after returning to work</p>	<p>[Period] Two years in total (730 days) for the same care receiver</p> <p>[Frequency] No limit to number of times (primarily, more than one month per application) Shorter work hours</p>
Shortened work hours	<p>[Period] Until the end of March of the year child starts elementary school</p> <p>[Permissible shortening in hours] • One, two or three hours per day • Can set up times to start work in units of 10 minutes</p>	<p>[Period] Until care no longer needed</p> <p>[Permissible shortening in hours] • One, two or three hours per day • Can set up times to start work in units of 10 minutes</p>
Spouse maternity leave for male employees only	Three days at time of childbirth	_____
Nursing leave	Five days annually for illness and injury of pre-schooler child younger (half-day breaks permissible)	_____

Action Plan

- First action plan period
April 1, 2005, to March 31, 2008
(Reducing 10 years stipulated under into segments of two to five years)
- Targets
 - More than 95% of eligible female employees taking childcare leave
 - More than 75% of eligible male employees taking spouse maternity leave
 - More flexible work systems for employees raising families

▼ Actual and targeted childcare leave among female employees and spouse maternity leave among male employees



Organizational initiatives to improve opportunities for female employees

We established an organization in July 2007 to increase opportunities for female employees. This body aims to cultivate and support these employees, help them balance work and home commitments, and broaden in-house awareness to support these objectives.

Employing Retirees and Physically and Mentally Challenged People

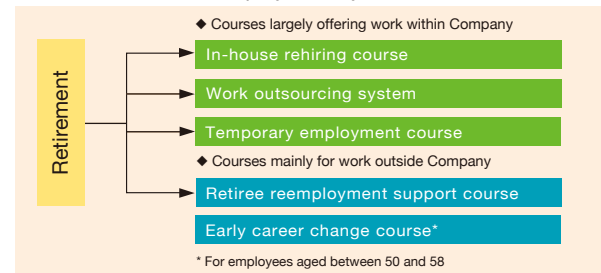
Finding work for retirees

The Japanese government raised the age at which people can begin receiving retirement pensions and revised the Law Concerning Stabilization of Employment of Older Persons. These and other changes have made it important for society to draw more actively on the skills of senior citizens.

Kyushu Electric has long maintained rehiring and other employment systems for retirees. We bolstered our setup in April 2007 by replacing the existing rehiring system so we could more actively

harness the skills of retirees and offer work that accommodates more diverse individual needs. The new system enables these retirees to work within and outside the Company.

▼Overview of retiree employment system



Hiring the physically and mentally challenged

We collaborate with schools and the state-run Hello Work placement agency systematically recruit physically and mentally challenged people so they can participate more easily in society.

In 2004, we established the Kyushu Captioning Co-Production Center Inc. to develop more business opportunities by enabling the hearing-impaired to provide services aimed at others with similar disabilities.

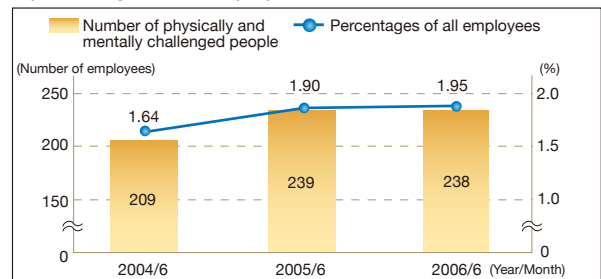
In April 2006, we hired 10 more people for the parent and two for the above subsidiary. As a result, physically and mentally challenged people accounted for 1.95% of our employees as of June 2006.

We will maintain our commitment to these

people and foster acceptance of them in the workplace.

□ Kyushu Captioning Co-Production Center Inc. website (in Japanese only)
<http://www.q-caption.com/>

▼Number of physically and mentally challenged people and percentages of all employees



Improving Employee Motivation and ability

Our people are central to improving corporate value. It is thus essential to enhance and better deploy the skills of our employees so we can tackle new challenges amid intensifying competition.

We accordingly offer various training courses. We also motivate employees through our promotion system and initiatives to reflect their opinions in our labor policies.

● Improving skills

We offer education and training to improve specialist and management skills and cultivate

creativity and drive so we can respond to changes in the operating climate and improve our organization.

We offer joint training courses and a host of facilities to bolster the overall capabilities of Group employees.

We plan to enact the Kyushu Electric Educational Charter to drive reforms in the corporate culture by cultivating our human resources. We will provide more educational and training opportunities so we can enhance the interpersonal skills of younger employees and the capabilities of managers.

● Motivation-oriented appointing system
We draw on in-house recruiting and our Job Challenge and Human Resources Bank programs to offer our people more opportunities for advancement.

Our Chief Challenge Examination program offers early promotions for people are keenest to tackle the challenges of change.

▼Promotion systems overview and FY2006 achievements

Overview (FY2006 achievements)	
In-house recruiting	Offer jobs requiring outstanding motivation and special qualifications (7 people transferred).
Job Challenge	To foster departmental human resources, select those wishing to meet new challenges at the head and branch offices (16 people transferred).
Human Resources Bank	Register in-house applicants and disseminate information companywide to encourage the use of in-house people who satisfy operational requirements (implemented in FY2007).
Chief Challenge Examination	Motivates employees with outstanding capabilities and a desire for change to enhance their skills and obtain earlier promotions (we passed and promoted 173 employees).

● Employee assessments helping to enhance human resources

We introduced a goal management system for all managers (excluding seconded and delegated employees). Each manager establishes annual companywide objectives at the start of each year. We assess achievements at year-end. Managers refer to the results in setting goals for the following year.

At the beginning of each year, we inform regular employees of the areas on which we would like them to focus, basing assessments on progress in those fields. We complement those evaluations by interviewing employees individually to provide additional feedback and guidance.

● Reflecting employee opinions

■ Maintaining dialog with employees

We offer ongoing opportunities for discussion between employees and human resources

officials to secure feedback that we reflect in our personnel policies.

■ Employee satisfaction surveys

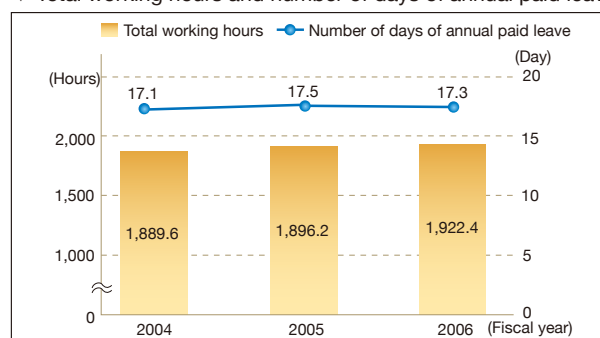
We conduct an annual satisfaction survey for all employees to assess morale and compliance with our personnel systems.

We factor issues raised in the survey into the process of formulating our medium-term business plan and deploy our responses in plans for the following fiscal year.

● Balancing work and private lives

As well as complying with the Labor Standards Law and other regulations, we are committed to ensuring the physical and mental wellbeing of employees. We therefore extensively manage overtime so employees can balance their work and private lives. We recognize that proper rest enhances overall productivity, and have taken steps to make it easier for employees to take annual paid vacations.

▼ Total working hours and number of days of annual paid leave



Labor-management relations

Labor unions share our goal of ensuring sustainable progress, and management accordingly endeavors to maintain healthy and cordial relationships with them.

We keep in close daily contact with unions and share information with them. We also hold labor-management and special management committee meetings with unions.